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ABSTRACT

Data are presented on salaries, tenure, and fringe benefits of full-time instructional faculty at Pennsylvania colleges and universities for the 1981-1982 school year, and brief narrative descriptions of trends are included. Findings for the different sectors include the following: the mean salaries of full-time instructional faculty for selected ranks and selected institutions increased 84.9 percent from 1972-1973 to 1981-1982; for the public sector, the mean salaries rose by 87.8 percent over the period; although the private sector salaries increased at a slower rate (81.5 percent), the 1981-1982 mean salary represented an increase of 13.2 percent over 1980-1981; in 1972-1973, women comprised 19.9 percent of the full-time instructional faculty on contracts of 9 months; from 1972-1973 to 1981-82 the number of women on 9-month contracts increased by 37.6 percent to where women comprise 24.2 percent of the total; from 1972-1973 to 1981-1982, the mean salaries for men increased by 87.3 percent to $26,877, while the mean salaries for women increased to $21,426 (up 81.2 percent); in 1975-1976, 51.9 percent of the expenditures for fringe benefits for full-time instructional faculty employed on a contract of 9 months were for retirement plans; by 1981-1982, retirement plans accounted for only 39.5 percent of these expenditures; over the 1975-1976 period, medical/dental and all other benefits accounted for an increasingly larger portion of total fringe benefits expenditures; for the 7-year period ending in 1981-1982, expenditures for fringe benefits increased by 1.5 times. (SW)

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Our Colleges and Universities Today

SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY, 1981-82

VOLUME XIX, NUMBER 7

HE 015 677

PENNSYLVANIA DEPARTMENT OF EDUCATION 1982

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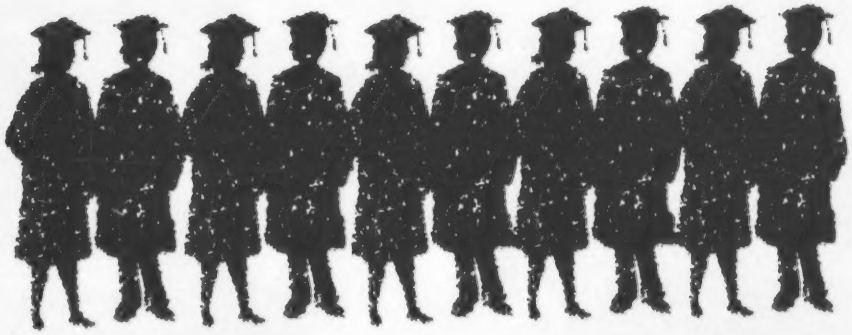

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FOREWORD

The series of publications entitled Our Colleges and Universities Today is designed to provide statistical data and trends relating to higher education in the Commonwealth of Pennsylvania.

"Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" is Number 7 of Volume XIX in this series. Other issues in the series, published either annually or biennially, provide data on summer and fall enrollments, degrees and other formal awards conferred, libraries, preparation and occupational pursuits of teachers, adult/continuing education activities, and financial statistics.

Any inquiries relative to these publications, including suggestions for change, should be directed to the Division of Education Statistics, Bureau of Information Systems, Department of Education, 333 Market Street, P. O. Box 911, Harrisburg, PA 17108 (Phone 717-787-2644).

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INTRODUCTION

The salaries, tenure, and fringe benefit data included in this publication are for the 1981-82 school year as reported by institutions of higher education throughout Pennsylvania. These data are reported here by category of institution for comparative purposes and deal with salaries, tenure, and fringe benefit expenditures for full-time instructional faculty employed on either 9- or 12-month contracts.

Five institutions did not respond to the survey. Not responding were Centre Business School, Inc., Grove City College, New Kensington Commercial School, Pittsburgh Theological Seminary, and Williamsport School of Commerce.

The data were obtained directly from the institutions on schedules provided by the National Center for Education Statistics. Appreciation is extended to the responsive and cooperative group of higher education officials who are assisting in the continuous development of the Department of Education's higher education data system.

Source: Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty, 1981-82 (ED 2300-3)

Trends

TABLE 1

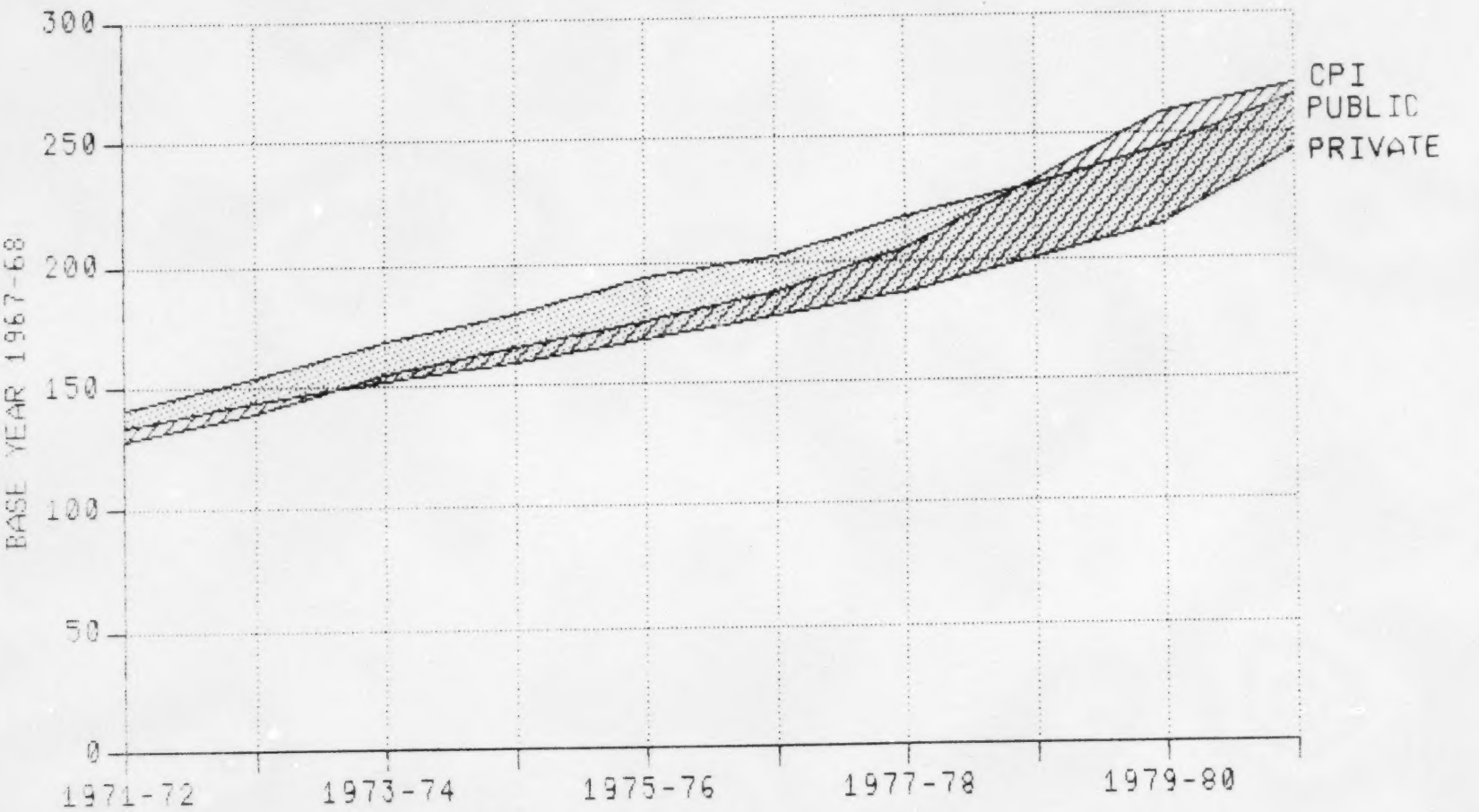
MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS FOR SELECTED RANKS BY TYPE OF INSTITUTIONAL CONTROL, 1972-73 THROUGH 1981-82[1/]

	Total	Public	Private[2/]
1972-73	$13 915	$13 971	$13 850
1973-74	15 094	15 237	14 942
1974-75	16 213	16 630	15 817
1975-76	17 164	17 738	16 498
1976-77	18 433	19 202	17 505
1977-78	19 231	19 932	18 401
1978-79	20 540	21 480	19 377
1979-80	21 834	22 780	20 780
1980-81	23 273	24 168	22 210
1981-82	25 735	26 232	25 143

1/ The selected ranks are professor, associate professor, assistant professor, and instructor.
2/ Excludes proprietary schools and the state school of techn logy.

The mean salaries of full-time instructional faculty on contracts of 9 months for selected ranks and selected institutions increased by 84.9 percent from 1972-73 to 1981-82. For the public sector, the mean salaries rose by 87.8 percent over the period. Although the private sector salaries increased at a slower rate (81.5 percent), the 1981-82 mean salary represented an increase of 13.2 percent over 1980-81. This represented the largest annual increase for either the public or private sector.

FIGURE 1
INDEX OF MEAN SALARIES OF FULL-TIME FACULTY ON 9-MONTH CONTRACTS
VS. THE CONSUMER PRICE INDEX, 1972-73 THROUGH 1981-82



NOTE:
FACULTY INCLUDES PROFESSOR, ASSOCIATE & ASSISTANT PROF., & INSTRUCTOR

TABLE 2

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS FOR ALL RANKS BY SEX, 1972-73 THROUGH 1981-82

	Men		Women	
	Number	Mean Salary	Number	Mean Salary
1972-73	12 708	$14 349	3 157	$11 818
1973-74	12 608	15 621	3 281	12 784
1974-75	11 331	16 757	3 059	13 829
1975-76	12 507	17 762	3 416	14 523
1976-77	12 932	19 082	3 581	15 545
1977-78	13 276	19 923	3 845	16 275
1978-79	13 526	21 325	4 023	17 337
1979-80	13 423	22 858	4 077	18 463
1980-81	13 202	24 729	4 357	18 239
1981-82	13 613	26 877	4 345	21 416

In 1972-73, women comprised 19.9 percent of the full-time instructional faculty on contracts of 9 months. But from 1972-73 to 1981-82 the number of women on 9-month contracts increased by 37.6 percent to where women now comprise 24.2 percent of the total.

From 1972-73 to 1981-82, the mean salaries for men increased by 87.3 percent to $26,877 while the mean salaries for women increased to $21,416 (up 81.2 percent).

FIGURE 2
MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY
ON 9-MONTH CONTRACTS BY SEX, 1972-73 THROUGH 1981-82

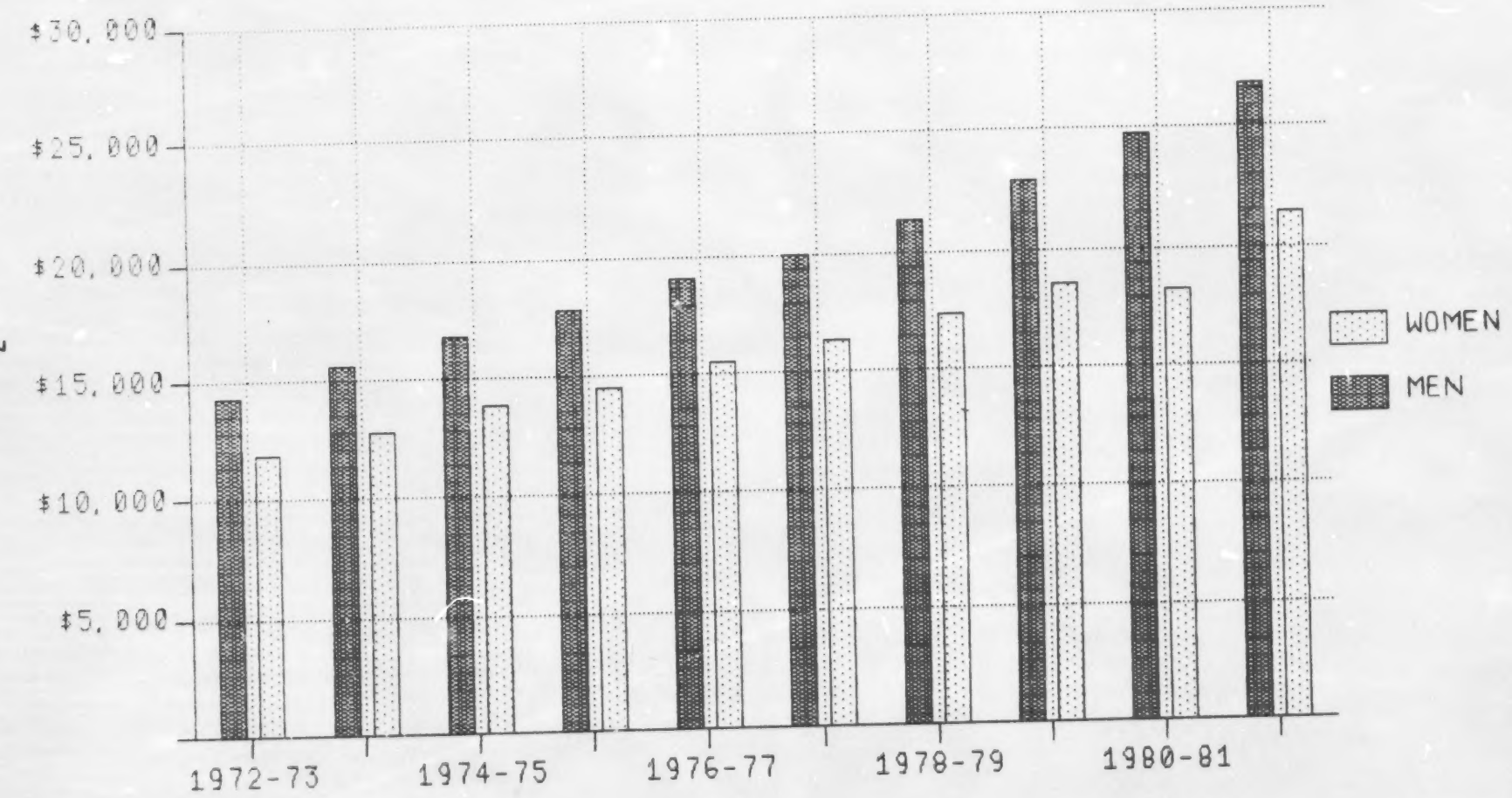


TABLE 3

FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS, 1975-76 THROUGH 1981-82

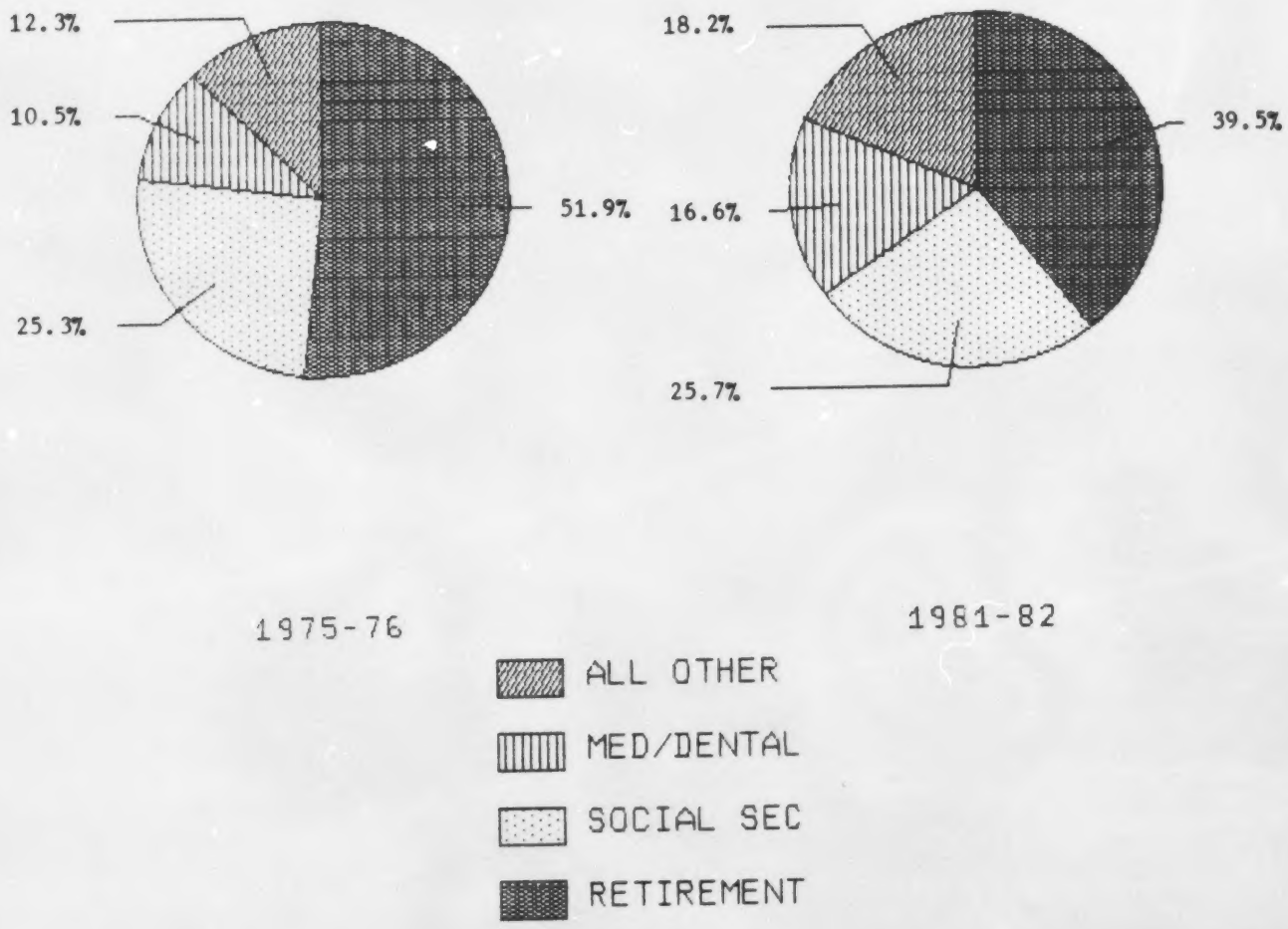
(In Millions of Dollars)

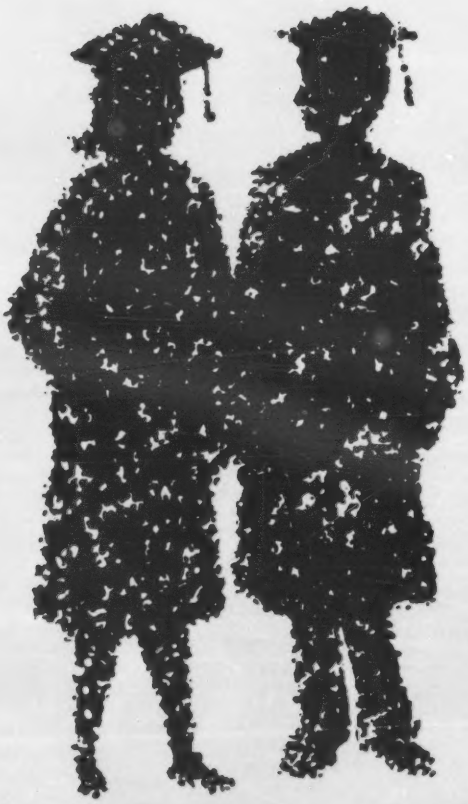
	Total	Retirement	Social Security	Medical/ Dental	All Other
1975-76	$ 43.8	$22.7	$11.1	$ 4.6	$ 5.4
1976-77	52.3	26.0	12.9	6.3	7.1
1977-78	60.2	26.1	14.9	9.4	9.8
1978-79	70.3	30.3	16.7	11.3	12.0
1979-80	83.5	34.5	20.6	13.0	15.4
1980-81	93.9	38.1	23.3	15.5	17.0
1981-82	109.7	43.3	28.2	18.2	20.0

In 1975-76, 51.9 percent of the expenditures for fringe benefits for full-time instructional faculty employed on a contract of 9 months were for retirement plans. By 1981-82 retirement plans accounted for only 39.5 percent of these expenditures. Over the 1975-76 to 1981-82 period, medical/dental and "all other" benefits accounted for an increasingly larger portion of total fringe benefits expenditures. The all other category includes guaranteed disability income, tuition and housing plans, unemployment compensation taxes, group life insurance, workmen's compensation, and other benefits in kind with cash options.

For the 7-year period ending in 1981-82, expenditures for fringe benefits increased by one and one-half times. By category, expenditures for retirement were up 90.6 percent, social security up 154.4 percent, medical/dental up 293.7 percent, and all other up 270.6 percent.

FIGURE 3
FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY
ON 9-MONTH CONTRACTS, 1975-76 AND 1981-82





Detailed Tables

TABLE 4

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS FOR SELECTED RANKS BY SELECTED INSTITUTIONAL CATEGORIES, 1972-73 THROUGH 1981-82[1/]

	1972-73	1973-74	1974-75	1975-76	1976-77
Total, All Institutions	$13 915	$15 094	$16 213	$17 164	$18 433
Total, Public Institutions	13 971	15 237	16 630	17 738	19 202
State Colleges and University	14 882	17 056	18 605	19 406	21 016
State-Related Commonwealth Universities	13 943	14 200	14 397	17 300	18 577
Community Colleges	11 561	12 244	13 381	14 508	15 745
Total, Private Institutions[2/]	13 850	14 942	15 817	16 498	17 505

	1977-78	1978-79	1979-80	1980-81	1981-82
Total, All Institutions	$19 231	$20 540	$21 834	$23 273	$25 735
Total, Public Institutions	19 932	21 480	22 780	24 168	26 232
State Colleges and University	21 409	23 240	24 886	26 181	27 778
State-Related Commonwealth Universities	19 743	21 115	22 186	24 045	26 183
Community Colleges	16 825	17 928	18 980	18 758	22 475
Total, Private Institutions[2/]	18 401	19 377	20 780	22 210	25 143

1/ The selected ranks are professor, associate professor, assistant professor, and instructor.
2/ Excludes proprietary schools and the state school of technology.

TABLE 5

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1981-82

	ALL RANKS				PROFESSOR				ASSOCIATE PROFESSOR			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
All Institutions	13 613	$26 877	4 345	$21 416	4 636	$34 085	558	$30 022	4 506	$25 949	1 123	$24 482
State Colleges and University	3 215	28 610	953	24 975	1 284	33 519	172	33 260	1 259	27 448	303	27 256
State-Related Commonwealth Universities	2 976	27 397	864	21 144	850	37 266	85	32 825	943	27 112	194	25 240
Community Colleges	1 079	23 009	612	21 307	256	26 404	81	24 945	408	23 695	210	23 180
Private State-Aided Institutions	1 340	32 864	253	25 274	605	41 086	37	36 627	369	28 481	66	26 408
Private Colleges and Universities	4 824	24 981	1 533	19 400	1 614	31 638	180	26 700	1 506	24 072	338	22 239
Theological Seminaries	32	22 002	2	20 148	22	23 770	-	-	4	21 681	1	20 900
Private Junior Colleges	88	16 193	87	15 004	5	20 040	3	19 800	16	17 254	11	17 531
Proprietary Schools	59	14 507	41	11 268	-	-	-	-	1	10 000	-	-

	ASSISTANT PROFESSOR				INSTRUCTOR				LECTURER			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
All Institutions	3 533	$21 259	1 769	$19 875	845	16 712	783	15 385	65	18 863	91	14 254
State Colleges and University	579	22 103	348	21 963	33	17 076	130	16 760	-	-	-	-
State-Related Commonwealth Universities	888	21 625	353	19 992	255	16 866	193	15 478	39	19 781	38	13 828
Community Colleges	302	21 358	233	20 505	108	17 222	70	15 517	5	17 860	18	16 001
Private State-Aided Institutions	343	24 094	138	22 338	19	17 547	10	18 005	4	18 525	2	16 750
Private Colleges and Universities	1 394	20 074	671	18 198	273	16 686	300	15 229	17	17 133	33	13 641
Theological Seminaries	6	15 734	1	19 396	-	-	-	-	-	-	-	-
Private Junior Colleges	21	15 074	22	15 544	39	16 374	42	14 519	-	-	-	-
Proprietary Schools	-	-	3	8 667	58	14 585	38	11 473	-	-	-	-

	UNDESIGNATED RANK			
	Men		Women	
	Number	Mean Salary	Number	Mean Salary
All Institutions	28	$16 772	21	$14 455
State Colleges and University	-	-	-	-
State-Related Commonwealth Universities	1	14 821	1	11 550
Community Colleges	-	-	-	-
Private State-Aided Institutions	-	-	-	-
Private Colleges and Universities	20	18 063	11	17 337
Theological Seminaries	-	-	-	-
Private Junior Colleges	7	13 364	9	11 256
Proprietary Schools	-	-	-	-

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, who teach in the R.O.T.C. program, or who are on contracts of less than 9 months.

TABLE 6

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 12 MONTHS BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1981-82

	ALL RANKS				PROFESSOR				ASSOCIATE PROFESSOR			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
All Institutions	1 961	$30 732	718	$22 429	611	$43 365	66	$37 835	456	$33 460	127	$30 459
State Colleges and University	10	35 709	2	24 349	4	43 731	-	-	3	34 231	-	-
State-Related Commonwealth Universities	1 178	36 700	305	28 195	479	46 170	48	40 432	355	34 899	87	32 919
Community Colleges	43	24 845	52	23 724	5	31 460	5	26 709	10	29 606	9	26 290
Private State-Aided Institutions	73	31 415	62	24 315	16	42 630	5	37 346	21	34 097	10	29 993
Private Colleges and Universities	158	30 924	81	20 972	59	40 869	7	31 130	46	29 804	19	23 165
Theological Seminaries	70	18 980	2	16 600	45	19 509	-	-	15	17 972	-	-
Private Junior Colleges	21	16 276	16	16 056	3	25 806	1	18 189	4	18 183	1	14 676
Proprietary Schools	402	16 495	196	13 742	-	-	-	-	2	20 400	1	13 000
State School of Technology	6	20 952	2	16 412	-	-	-	-	-	-	-	-

	ASSISTANT PROFESSOR				INSTRUCTOR				LECTURER			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
All Institutions	281	$26 766	167	$24 739	477	$17 174	284	$15 349	27	$26 556	17	$19 451
State Colleges and University	1	29 963	1	27 250	2	24 757	1	21 447	-	-	-	-
State-Related Commonwealth Universities	198	27 915	88	26 104	79	20 303	65	18 065	22	27 694	9	19 595
Community Colleges	13	24 964	22	25 107	11	18 154	11	18 547	4	22 684	5	21 423
Private State-Aided Institutions	26	27 117	27	24 112	7	21 193	17	18 522	1	17 000	2	17 000
Private Colleges and Universities	32	22 763	24	21 004	15	16 748	28	17 076	-	-	-	-
Theological Seminaries	7	19 116	1	20 000	-	-	-	-	-	-	1	13 200
Private Junior Colleges	4	18 121	4	19 858	9	11 596	4	13 031	-	-	-	-
Proprietary Schools	-	-	-	-	348	16 406	156	13 342	-	-	-	-
State School of Technology	-	-	-	-	6	20 952	2	16 412	-	-	-	-

	UNDESIGNATED RANK			
	Men		Women	
	Number	Mean Salary	Number	Mean Salary
All Institutions	109	$19 084	57	$16 103
State Colleges and University	-	-	-	-
State-Related Commonwealth Universities	45	21 956	8	18 368
Community Colleges	-	-	-	-
Private State-Aided Institutions	2	12 402	1	20 930
Private Colleges and Universities	6	20 695	3	19 500
Theological Seminaries	3	15 753	-	-
Private Junior Colleges	1	14 810	6	15 412
Proprietary Schools	52	16 943	39	15 360
State School of Technology	-	-	-	-

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, or who teach in the R.O.T.C. program.

TABLE 7

EXPENDITURES FOR FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY RANK BY TYPE OF FRINGE BENEFIT, 1981-82

	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR	
	Number Covered	Expenditures	Number Covered	Expenditures	Number Covered	Expenditures
TOTAL, ALL FRINGE BENEFITS	N/A	$42 760 026	N/A	$35 414 233	N/A	$24 890 448
Retirement Plans--Vested Within 5 Years	3 291	10 220 669	3 458	7 142 060	3 264	5 250 747
Retirement Plans--Vested After 5 Years	1 818	7 971 680	1 997	6 931 292	1 335	3 757 717
Medical/Dental Plans	5 112	5 736 816	5 523	6 011 573	5 118	4 972 690
Guaranteed Disability Income Protection	3 173	471 495	3 297	461 557	3 103	396 284
Tuition Plan	1 647	4 430 177	1 299	1 922 547	861	808 821
Housing Plan	31	68 044	14	36 768	10	28 889
Social Security Taxes	5 136	9 880 131	5 590	9 272 717	5 246	7 072 245
Unemployment Compensation Taxes	4 324	608 302	4 777	656 097	4 289	690 534
Group Life Insurance	5 068	855 054	5 435	698 243	5 029	547 848
Workmen's Compensation	5 134	2 476 641	5 583	2 228 075	5 249	1 325 543
Other Benefits in Kind With Cash Options	111	41 017	137	53 304	114	39 130

	INSTRUCTOR		LECTURER		UNDESIGNATED RANK	
	Number Covered	Expenditures	Number Covered	Expenditures	Number Covered	Expenditures
TOTAL, ALL FRINGE BENEFITS	N/A	$ 5 991 727	N/A	$ 478 021	N/A	$ 151 911
Retirement Plans--Vested Within 5 Years	698	813 235	72	101 711	31	59 360
Retirement Plans--Vested After 5 Years	510	1 035 390	17	36 853	1	365
Medical/Dental Plans	1 510	1 317 290	137	105 494	37	27 272
Guaranteed Disability Income Protection	804	87 211	59	8 798	22	1 320
Tuition Plan	229	231 114	31	19 199	2	1 852
Housing Plan	8	29 772	-	-	-	-
Social Security Taxes	1 619	1 740 272	156	167 544	43	45 831
Unemployment Compensation Taxes	1 301	308 388	114	16 014	37	8 347
Group Life Insurance	1 497	120 501	109	8 697	36	2 471
Workmen's Compensation	1 592	291 481	155	13 711	35	4 396
Other Benefits in Kind With Cash Options	24	17 073	-	-	1	697

TABLE 8

EXPENDITURES FOR FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 12 MONTHS BY RANK BY TYPE OF FRINGE BENEFIT, 1981-82

	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR	
	Number Covered	Expenditures	Number Covered	Expenditures	Number Covered	Expenditures
TOTAL, ALL FRINGE BENEFITS	N/A	$6 184 585	N/A	$4 160 286	N/A	$2 520 133
Retirement Plans--Vested Within 5 Years	439	1 930 049	418	1 390 872	320	721 188
Retirement Plans--Vested After 5 Years	202	1 272 558	107	484 627	68	239 513
Medical/Dental Plans	662	688 354	551	558 195	430	450 323
Guaranteed Disability Income Protection	382	68 148	408	70 764	297	47 064
Tuition Plan	325	473 340	310	310 454	199	162 121
Housing Plan	25	141 561	5	12 800	4	15 300
Social Security Taxes	641	1 273 271	574	1 094 202	440	728 864
Unemployment Compensation Taxes	392	56 720	427	57 814	297	46 887
Group Life Insurance	653	137 855	556	92 373	429	44 920
Workmen's Compensation	662	141 964	568	84 907	442	57 965
Other Benefits in Kind With Cash Options	3	765	12	3 278	18	5 988

	INSTRUCTOR		LECTURER		UNDESIGNATED RANK	
	Number Covered	Expenditures	Number Covered	Expenditures	Number Covered	Expenditures
TOTAL, ALL FRINGE BENEFITS	N/A	$2 523 140	N/A	$ 213 612	N/A	$ 599 042
Retirement Plans--Vested Within 5 Years	182	248 105	25	59 959	39	66 354
Retirement Plans--Vested After 5 Years	175	320 020	5	18 351	63	116 002
Medical/Dental Plans	709	611 403	41	37 086	129	112 333
Guaranteed Disability Income Protection	310	34 782	21	3 548	45	6 050
Tuition Plan	113	108 348	23	14 664	24	20 034
Housing Plan	1	900	1	881	1	5 100
Social Security Taxes	752	831 150	43	65 723	163	187 759
Unemployment Compensation Taxes	505	190 480	30	4 264	113	35 834
Group Life Insurance	608	69 486	32	4 079	124	13 898
Workmen's Compensation	683	105 411	44	5 057	164	27 216
Other Benefits in Kind With Cash Options	21	3 055	-	-	14	8 462

TABLE 9

PERCENT OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS WHO HAVE TENURE BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1981-82

	All Ranks		Professor		Associate Professor		Assistant Professor	
	Men	Women	Men	Women	Men	Women	Men	Women
TOTAL, ALL INSTITUTIONS	72.7	50.9	97.0	94.8	87.9	86.1	37.3	36.6
State Colleges and University	90.5	80.0	98.8	99.4	94.5	93.7	72.0	73.3
State-Related Commonwealth Universities	65.7	39.7	97.3	100.0	90.3	91.8	30.9	22.7
Community Colleges	83.1	68.1	91.8	90.1	90.9	89.5	75.8	63.9
Private State-Aided Institutions	72.1	43.9	98.3	100.0	89.4	87.9	11.1	10.1
Private Colleges and Universities	64.8	37.1	96.2	90.0	80.5	74.6	25.8	22.4
Theological Seminaries	56.3	50.0	77.3	-	25.0	100.0	-	-
Private Junior Colleges	23.9	11.5	20.0	33.3	31.3	54.5	-	-
Proprietary Schools and State School of Technology	-	-	-	-	-	-	-	-

	Instructor		Lecturer		Undesignated Rank	
	Men	Women	Men	Women	Men	Women
TOTAL, ALL INSTITUTIONS	14.3	8.7	1.5	-	-	-
State Colleges and University	37.6	40.0	-	-	-	-
State-Related Commonwealth Universities	1.8	-	-	-	-	-
Community Colleges	57.4	10.0	-	-	-	-
Private State-Aided Institutions	15.8	20.0	-	-	-	-
Private Colleges and Universities	1.1	1.3	5.9	-	-	-
Theological Seminaries	-	-	-	-	-	-
Private Junior Colleges	38.5	7.1	-	-	-	-
Proprietary Schools and State School of Technology	-	-	-	-	-	-

TABLE 10

PERCENT OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 12 MONTHS WHO HAVE TENURE BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1981-82

	All Ranks		Professor		Associate Professor		Assistant Professor	
	Men	Women	Men	Women	Men	Women	Men	Women
TOTAL, ALL INSTITUTIONS	52.2	26.2	91.5	87.9	77.6	68.5	19.9	18.6
State Colleges and University	90.5	50.0	100.0	-	66.7	-	100.0	100.0
State-Related Commonwealth Universities	48.4	41.6	96.2	100.0	85.9	81.6	18.2	8.0
Community Colleges	60.5	67.3	100.0	80.0	80.0	88.9	84.6	86.4
Private State-Aided Institutions	32.9	1.6	81.3	20.0	47.6	-	3.8	-
Private Colleges and Universities	53.2	21.0	84.7	71.4	52.2	42.1	21.9	16.7
Theological Seminaries	41.4	-	57.8	-	20.0	-	-	-
Private Junior Colleges	-	-	-	-	-	-	-	-
Proprietary Schools and State School of Technology	11.3	3.5	-	-	100.0	-	-	-

	Instructor		Lecturer		Undesignated Rank	
	Men	Women	Men	Women	Men	Women
TOTAL, ALL INSTITUTIONS	10.3	4.2	-	-	5.5	-
State Colleges and University	100.0	-	-	-	-	-
State-Related Commonwealth Universities	1.3	1.5	-	-	6.7	-
Community Colleges	18.2	36.4	-	-	-	-
Private State-Aided Institutions	-	-	-	-	-	-
Private Colleges and Universities	-	-	-	-	50.0	-
Theological Seminaries	-	-	-	-	-	-
Private Junior Colleges	-	-	-	-	-	-
Proprietary Schools and State School of Technology	12.4	4.4	-	-	-	-

GLOSSARY

PRIVATE CONTROL--Institutions listed in the following categories: the private state-aided institutions; the private colleges and universities; the theological seminaries; the private junior colleges; the proprietary schools; and the state school of technology.

PUBLIC CONTROL--Institutions listed in the following categories: the state colleges and university; the state-related commonwealth universities; and the community colleges.

UNDESIGNATED RANK--The category where all full-time faculty are listed for institutions without standard academic ranks.